

## THE CLAIMS

What is claimed is:

- 5           1.     A method of providing compensation comparison data comprising:  
            receiving compensation data from a plurality of sources;  
            determining whether the received data is reliable;  
            marking each piece of received data as reliable or unreliable;  
            authenticating each piece of received data marked as unreliable; and  
10           calculating an average of the authenticated data.
2.     The method of claim 1 wherein the step of receiving compensation data  
            comprises receiving data relating to at least one of current base salary and estimated cash  
            bonus.
3.     The method of claim 1 wherein the step of determining reliability of the  
            received data comprises determining whether the received data falls within one standard  
            deviation from the average.
4.     The method of claim 1 further comprising spot-checking the reliable data for  
            authenticity.
5.     The method of claim 1 wherein the step of authenticating comprises querying  
            persons who provided the compensation data or receiving one or more authenticating  
25           documents.
6.     The method of claim 5 wherein the authenticating documents include a pay  
            stub.
7.     The method of claim 1 wherein the data are received only from individual  
30           users.

8. A computer system for providing compensation comparison data, wherein the system includes a server computer configured to:

receive compensation data from a plurality of sources;  
determine whether the received data is reliable;  
mark each piece of received data as reliable or unreliable;  
authenticate each piece of received data marked as unreliable; and  
calculate an average of the authenticated data.

9. The system of claim 8 wherein the server computer is further configured to receive data relating to at least one of current base salary and estimated cash bonus.

10. The system of claim 8 wherein the server computer is further configured to determine whether the received data falls within one standard deviation from the average.

11. The system of claim 8 wherein the server computer is further configured to spot-check the reliable data for authenticity.

12. The system of claim 8 wherein the server computer is further configured to receive one or more authenticating documents.

13. The system of claim 12 wherein the authenticating documents include a pay stub.

14. The system of claim 8 wherein the server computer is further configured to receive the data only from individual users.